



DEPARTMENT OF THE ARMY
JOINT READINESS TRAINING CENTER (JRTC) & FORT POLK
NONCOMMISSIONED OFFICER ACADEMY
1732 22ND STREET
FORT POLK, LA 71459

AFZX-GT-NCOA

12 April 2010

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fort Polk NCO Academy Small Group Instructor Selection Criteria

1. The following identifies the selection criteria to be considered eligible to be a WLC Instructor IAW the CMP, TRADOC REG 350-18, AR 614-200, and the Academy's SGL Guide.

- a. Meet HT/WT standards IAW AR 600-9.
- b. Score and maintain an average score of 250 points or higher on the APFT.
- c. Speak clearly during conversations or while training Soldiers.
- d. Minimum GT score of 100 (Waiverable).
- e. Able to lead from the front, i.e., running, foot marching and dismounted patrolling.
- f. Have no UCMJ pending.
- g. Present an exemplary military appearance in ACU and ASU.
- h. Graduate of an NCOES course equivalent (WLC) or higher than the course taught.
- i. No financial, family, gambling, security, alcohol or drug abuse issues that would hinder the individual from instructor duty.
- j. Able to be assigned / attached for a 2 year period (minimum).
- k. A minimum of 18 months of rated Squad Leader (or equivalent) time.
- l. Have no record of conviction by court martial or Lautenberg Act.
- m. Possess mature judgment and initiative.
- n. No Flags or Bars of any type.
- o. Minimum of 12 months of combat experience in a leadership position.

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- p. Meet the same profile limitations as students attending NCOES courses.
 - q. Must hold the rank of SSG or SGT (P) with prior assignment in a skill level 3 leadership positions.
 - r. Level 1 certified in Modern Army Combative Training.
2. Due to the nature and importance of the position, the above criteria are non-negotiable. In addition, all interested personnel will be interviewed and selected based on their aptitude, military appearance, bearing, background, and experience.
3. All interested personnel that meet the above criteria that are reassigned to the Academy for instructor duty will go through an intensive and comprehensive Reception, Integration, Testing and Evaluation process to ensure they are fully qualified to teach, coach and mentor junior NCOs. This process normally takes about 60 days to complete, and will entail attendance at and successful completion of the Army Basic Instructor and Small Group Instructor Training instructor training; validation on ALL course material and STX Lanes.
4. Interested personnel that are currently assigned to or pending assignment to Fort Polk, La can contact the WLC 1SG via phone or e-mail and schedule an interview process. All applicants will be required to hand carry or e-mail their last 3 NCOERs and current ERB that has been updated.
5. POC for this memorandum is the undersigned at 337-531-6646 or DSN 863-6646.

//ORIGINAL SIGNED//
JOHN D.KIMMERLY
1SG, USA
NCOES Branch Chief

DISTRIBUTION:
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G1, Transition Point
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NCOA Website/ Fort Polk Intranet